

Dept. of Inspections & Appeals Facts – FY '12

www.state.ia.us/government/dia



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 525	# PT EEs: 33	# Temporary EEs: 20	Average Length of Service: 12.38
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Span of Control: 12.48	Total Unemployment Insurance Claims: 15
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	173	<25	0	45-54	16	# of Females:	339	# of Males:	186
25-34	58	55-64	155	25-34	4	55-64	14	% of WF:	64.57%	% of WF:	35.43%
35-44	125	65+	14	35-44	7	65+	1	Average Age:	49.08	Average Age:	48.06
Employee Average Age: 48.72				Supervisor Average Age: 50.77				Average Length of Service: 12.51		Average Length of Service: 12.12	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	37	# of Non-minorities:	469	# African-American:	11	# of "did not respond":	19
% of Workforce:	7.05%	% of Workforce:	89.33%	# Asian/Pacific Island:	12	% of Workforce:	3.62%
Average Age:	44.43	Average Age:	48.98	# Am. Indian/Alaskan:	2	Average Age:	50.73
Average Length of Service:	10.24	Average Length of Service:	12.42	# Hispanic or Latino:	12	Average Length of Service:	15.42

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	18	# of Persons With No Disabilities:	475	# of "did not respond":	32
% of Workforce:	3.43%	% of Workforce:	90.48%	% of Workforce:	6.10%
Average Age:	52.77	Average Age:	48.43	Average Age:	50.79
Average Length of Service:	16.15	Average Length of Service:	11.95	Average Length of Service:	16.49

Officials/Administrators EEO Category 1: 33	Professionals EEO Category 2: 424	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 64	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.85%	Hire Rate: 3.78%	Number Hires: 16	Transfer In: 4
Retirements: 11	All Terminations: 5	Voluntary Quits: 11	Transfer Out: 4

# of Classes Used: 56	Most Populous Classes: Public Defender 2 (90), Health Facilities Surveyor (74), Investigator 3 (34)		
Separations - By Class:	Public Defender 2 (5), Health Facilities Surveyor (5), 5 classes with 2 incumbents each		
# Eligible for Retirement:	132 in the next 5 years	% Eligible: 25.14%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$179,098.55	Sick Leave Payouts: \$19,143.10	Annual Payroll: \$37,899,782.63	Avg. Base Salary: \$69,560.87	Overtime Days Worked: 21.3
Overtime Cost: \$6,806.58	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,951,160.45	Vacation Days Earned: 10,930.9	Vacation Used Expense: \$2,804,034.14	Vacation Days Taken: 10,364.3	
Sick Leave Days Earned: 8,967.2	Reg. Sick Leave Used Expense: \$1,006,893.08	Reg. Sick Leave Days Used: 4,075.4	Converted Sick Leave To Vacation Days Used: 1,037.9	
Sick Leave -Earned Value: \$2,254,653.76		Avg. Sick Leave Days Per EE: 7.76	Converted Sick Leave To Vacation Used Expense: \$304,118.05	
Injury Leave Used Expense: \$3,747.56	Injury Leave Days Used: 15.4	Classification Appeals: 0	Reclassifications Up (Filled): 28 Up (Vacant): 2 Down (Filled): 7 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$180,585.60	Grievances Contract Grievances: 6 Disciplinary: 5 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$72,220.85	Funeral Days Used: 265.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,518.02	Jury Leave Days Used: 10.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012